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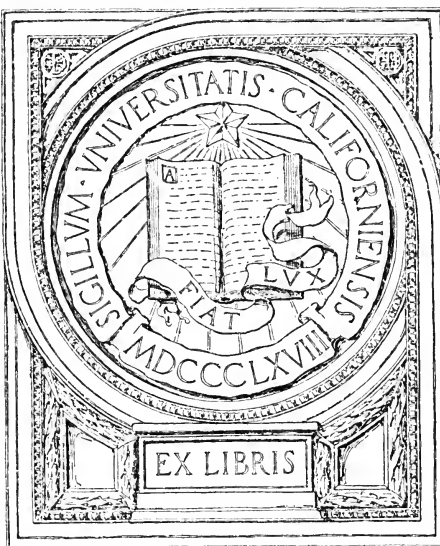
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# INCREASED SALARIES FOR TEACHERS AND MEMBERS OF THE SUPERVISING STAFF OF THE BOSTON PUBLIC SCHOOLS

STATEMENTS AND STATISTICS PREPARED BY THE  
BOSTON SCHOOL COMMITTEE IN SUPPORT OF HOUSE  
BILL NO. 1960, RELATIVE TO APPROPRIATIONS FOR  
SCHOOL PURPOSES IN THE CITY OF BOSTON



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NOVEMBER, 1919

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BOSTON  
PRINTING DEPARTMENT  
1919

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**NUMBER OF PERSONS IN THE DIFFERENT RANKS  
OF TEACHERS AND OF THE SUPERVISING STAFF;  
ALSO NUMBER OF OTHER EMPLOYEES ON  
ANNUAL SALARIES, NOVEMBER, 1919.**

SUMMARY.

Total number of permanent teachers and members of the supervising staff * . . . . .	3,485
Clerical assistants and bookkeepers . . . . .	30
Evening schools — all per diem employees.	
Playgrounds — all per diem employees.	
Gardening — all per diem employees.	
Temporary teachers and special assistants, all schools — all per diem employees.	
Janitors . . . . .	214
Matrons . . . . .	12
Attendance officers (one chief and twenty-four officers),	25
Supervisor of licensed minors . . . . .	1
Officers . . . . .	9
Clerks, stenographers, etc. . . . .	60
	3,836

NORMAL SCHOOL.

Head master . . . . .	1
Master, Director of Model School . . . . .	1
Masters . . . . .	3
Junior masters . . . . .	0
First assistants . . . . .	6
Assistants . . . . .	5
Clerical assistant . . . . .	1
	17

\* This does not include clerical assistants and bookkeepers in the schools, or teachers in evening schools, playgrounds, gardening, or temporary teachers and special assistants, all of whom are on per diem pay.

## LATIN AND DAY HIGH SCHOOLS.

Head masters . . . . .	14
Masters, heads of departments . . . . .	50
Masters . . . . .	24
Junior masters . . . . .	158
Assistant principals . . . . .	2
First assistants . . . . .	30
Industrial instructor, head of department . . . . .	1
Assistants . . . . .	182
Junior assistants . . . . .	18
Instructors, mechanical department . . . . .	10
Coördinators . . . . .	2
Coöperative instructors . . . . .	5
Industrial instructors . . . . .	13
Instructors, commercial branches . . . . .	8
Assistant instructors, commercial branches . . . . .	17
Instructors, manual arts . . . . .	2
Assistant instructors, manual arts . . . . .	4
Assistant instructors, salesmanship . . . . .	2
Clerical assistants . . . . .	19
	<hr/>
	561

## BOSTON CLERICAL SCHOOL.

Head master . . . . .	1
Head instructor . . . . .	1
Clerical instructor . . . . .	1
Clerical assistants . . . . .	4
Teachers of English . . . . .	0
	<hr/>
	7

## DAY ELEMENTARY AND DAY INTERMEDIATE SCHOOLS.

Masters . . . . .	69
Submasters . . . . .	84
Masters' assistants . . . . .	74
First assistants, grammar . . . . .	20
First assistant, primary . . . . .	1
First assistants in charge . . . . .	100
Assistants . . . . .	1,694
Prevocational assistants . . . . .	20
Clerical assistants . . . . .	2
	<hr/>
	2,064



## KINDERGARTENS.

Director . . . . .	1
Assistant director . . . . .	1
First assistants . . . . .	156
Assistants . . . . .	132
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	290

## \* TRADE SCHOOL FOR GIRLS.

Master . . . . .	1
Heads of departments . . . . .	7
Trade assistants . . . . .	17
Helpers . . . . .	4
Vocational assistants . . . . .	4
Instructor in personal and shop hygiene . . . . .	1
Bookkeeper . . . . .	1
Clerical assistant . . . . .	1
	<hr/>
	36

## BOSTON TRADE SCHOOL.

Master . . . . .	1
Vice-principal . . . . .	1
Division heads . . . . .	5
Shop foremen . . . . .	4
Shop instructor . . . . .	1
Instructors in academic and technical branches . . . . .	4
Instructor . . . . .	1
Bookkeeper . . . . .	1
Clerical assistant . . . . .	1
	<hr/>
	19

## HORACE MANN SCHOOL FOR THE DEAF.

Principal . . . . .	1
Assistants . . . . .	13
	<hr/>
	14

## EVENING SCHOOLS.

Director . . . . .	1
All other evening school teachers are per diem employees.	

## DAY SCHOOL FOR IMMIGRANTS.

Instructors . . . . .	2
-----------------------	---

## CONTINUATION SCHOOL.

Principal . . . . .	1
Heads of divisions . . . . .	3
Division foremen . . . . .	4
Shop foremen . . . . .	2
Shop instructors . . . . .	2
Trade assistants . . . . .	5
Helper . . . . .	1
Instructors, boys' classes . . . . .	12
Assistants . . . . .	28
Vocational assistant . . . . .	1
Clerical assistants . . . . .	4
	<hr/>
	63

## EDUCATIONAL INVESTIGATION AND MEASUREMENT.

Assistant director . . . . .	1
------------------------------	---

## DEPARTMENT OF HOUSEHOLD SCIENCE AND ARTS.

Director . . . . .	1
Assistant director . . . . .	1
Teachers of cookery . . . . .	43
Teachers of sewing . . . . .	64
	<hr/>
	109

## DEPARTMENT OF MANUAL ARTS.

Director . . . . .	1
First assistant director . . . . .	1
Assistant directors . . . . .	3
First assistants in manual arts . . . . .	2
Assistants in manual arts . . . . .	7
Shop foremen . . . . .	8
Shop instructors . . . . .	13
Foremen, shop work . . . . .	5
Instructors in shop work . . . . .	8
Instructors in manual training . . . . .	12
Assistant instructors in manual training . . . . .	40
	<hr/>
	100

## MEDICAL INSPECTION.

Director . . . . .	1
School physicians . . . . .	45
School physician assigned to certificating office . . . . .	1
	<hr/>
	47

## NURSES.

Supervising nurse . . . . .	1
School nurses . . . . .	46
	<hr/>
	47

## DEPARTMENT OF MUSIC.

Director . . . . .	1
Assistant directors . . . . .	3
Assistants in music . . . . .	9
	<hr/>
	13

## PENMANSHIP.

Director . . . . .	1
--------------------	---

## PHYSICAL TRAINING.

Director . . . . .	1
Instructors in physical training . . . . .	14
Assistant instructors in physical training . . . . .	10
Instructor of military drill . . . . .	1
Assistant instructors of military drill . . . . .	3
Armorer . . . . .	1
	<hr/>
	30

## PLAYGROUNDS.

All playground teachers are per diem employees.

## DEPARTMENT OF PRACTICE AND TRAINING.

First assistant director . . . . .	1
Assistant directors . . . . .	4
	<hr/>
	5

## SPECIAL CLASSES.

Director . . . . .	1
Medical inspector . . . . .	1
First assistants in charge . . . . .	3
Instructors . . . . .	70
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	75

## SPEECH IMPROVEMENT CLASSES AND CLASSES FOR CONSERVATION OF EYESIGHT.

Instructor in charge of Speech Improvement Classes . . . . .	1
Instructors . . . . .	8
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	9

## VOCATIONAL GUIDANCE.

Director . . . . .	1
Vocational assistants . . . . .	3
	<hr/>
	4

## GARDENING.

All gardening teachers are per diem employees.

## TEMPORARY TEACHERS AND SPECIAL ASSISTANTS, ALL SCHOOLS.

All temporary teachers and special assistants are per diem employees.

## ATTENDANCE OFFICERS.

Chief attendance officer . . . . .	1
Attendance officers . . . . .	24
	<hr/>
	25
Supervisor of licensed minors . . . . .	1
Janitors . . . . .	214
Matrons . . . . .	12
Officers . . . . .	9
Clerks, stenographers, etc. . . . .	60

**STATEMENT SHOWING THE EFFECT ON THE ACTUAL  
COMPENSATION OF TEACHERS IN THE SERVICE  
NOVEMBER 1, 1917, BY THE APPLICATION OF  
THE PROPOSED SCHEDULE OF NOVEMBER 10.**

**ASSISTANTS, ELEMENTARY SCHOOLS.**

**TEACHERS ON FIRST YEAR SALARY NOVEMBER 1, 1917:**

Salary November 1, 1917 . . . . .	\$600
Salary September 1, 1918 . . . . .	696
Salary November 1, 1918 . . . . .	792
Salary November 1, 1919 . . . . .	<u>888</u>
Proposed salary January 1, 1920 . . . . .	\$1,272
Salary November 1, 1917, brought down . . . . .	600
<i>Increase since November 1, 1917 . . . . .</i>	<u>\$672</u>
Increase per cent since November 1, 1917 . . . . .	112

**TEACHERS ON FIFTH YEAR SALARY NOVEMBER 1, 1917:**

Salary November 1, 1917 . . . . .	\$792
Salary September 1, 1918 . . . . .	888
Salary November 1, 1918 . . . . .	984
Salary November 1, 1919 . . . . .	<u>1,080</u>
Proposed salary January 1, 1920 . . . . .	\$1,464
Salary November 1, 1917, brought down . . . . .	792
<i>Increase since November 1, 1917 . . . . .</i>	<u>\$672</u>
Increase per cent since November 1, 1917 . . . . .	84.8

**TEACHERS ON MAXIMUM SALARY NOVEMBER 1, 1917:**

Salary November 1, 1917 . . . . .	\$1,176
Salary September 1, 1918 . . . . .	1,272
Salary November 1, 1918 . . . . .	1,368
Salary November 1, 1919 . . . . .	<u>1,368</u>
Proposed salary January 1, 1920 . . . . .	\$1,752
Salary November 1, 1917, brought down . . . . .	1,176
<i>Increase since November 1, 1917 . . . . .</i>	<u>\$576</u>
Increase per cent since November 1, 1917 . . . . .	48.9

## ASSISTANTS, KINDERGARTEN.

## TEACHERS ON FIRST YEAR SALARY NOVEMBER 1, 1917:

Salary November 1, 1917 . . . . .	\$480
Salary September 1, 1918 . . . . .	576
Salary November 1, 1918 . . . . .	672
Salary November 1, 1919 . . . . .	<u>768</u>
Proposed salary January 1, 1920 . . . . .	\$1,152
Salary November 1, 1917, brought down . . . . .	<u>480</u>
<i>Increase since November 1, 1917 . . . . .</i>	<i>\$672</i>
Increase per cent since November 1, 1917 . . . . .	140

## TEACHERS ON FIFTH YEAR SALARY NOVEMBER 1, 1917:

Salary November 1, 1917 . . . . .	\$672
Salary September 1, 1918 . . . . .	768
Salary November 1, 1918 . . . . .	864
Salary November 1, 1919 . . . . .	<u>960</u>
Proposed salary January 1, 1920 . . . . .	\$1,344
Salary November 1, 1917, brought down . . . . .	<u>672</u>
<i>Increase since November 1, 1917 . . . . .</i>	<i>\$672</i>
Increase per cent since November 1, 1917 . . . . .	100

## TEACHERS ON MAXIMUM SALARY NOVEMBER 1, 1917:

Salary November 1, 1917 . . . . .	\$864
Salary September 1, 1918 . . . . .	960
Salary November 1, 1918 . . . . .	960
Salary November 1, 1919 . . . . .	<u>960</u>
Proposed salary January 1, 1920 . . . . .	\$1,344
Salary November 1, 1917, brought down . . . . .	<u>864</u>
<i>Increase since November 1, 1917 . . . . .</i>	<i>\$480</i>
Increase per cent since November 1, 1917 . . . . .	55.5

## HEAD MASTERS, LATIN AND DAY HIGH SCHOOLS.

## HEAD MASTERS ON FIRST YEAR SALARY NOVEMBER 1, 1917:

Salary November 1, 1917 . . . . .	\$3,204
Salary September 1, 1918 . . . . .	3,348
Salary November 1, 1918 . . . . .	3,492
Salary November 1, 1919 . . . . .	<u>3,636</u>
Proposed salary January 1, 1920 . . . . .	\$3,780
Salary November 1, 1917, brought down . . . . .	3,204
<i>Increase since November 1, 1917 . . . . .</i>	<i>\$576</i>
Increase per cent since November 1, 1917 . . . . .	18

## HEAD MASTERS ON FOURTH YEAR SALARY NOVEMBER 1, 1917:

Salary November 1, 1917 . . . . .	\$3,636
Salary September 1, 1918 . . . . .	3,780
Salary November 1, 1918 . . . . .	3,924
Salary November 1, 1919 . . . . .	<u>4,068</u>
Proposed salary January 1, 1920 . . . . .	\$4,212
Salary November 1, 1917, brought down . . . . .	3,636
<i>Increase since November 1, 1917 . . . . .</i>	<i>\$576</i>
Increase per cent since November 1, 1917 . . . . .	15.8

## HEAD MASTERS ON MAXIMUM SALARY NOVEMBER 1, 1917:

Salary November 1, 1917 . . . . .	\$4,068
Salary September 1, 1918 . . . . .	4,212
Salary November 1, 1918 . . . . .	4,212
Salary November 1, 1919 . . . . .	<u>4,212</u>
Proposed salary January 1, 1920 . . . . .	\$4,500
Salary November 1, 1917, brought down . . . . .	4,068
<i>Increase since November 1, 1917 . . . . .</i>	<i>\$432</i>
Increase per cent since November 1, 1917 . . . . .	10.6

## JUNIOR MASTERS, LATIN AND DAY HIGH SCHOOLS.

## JUNIOR MASTERS ON FIRST YEAR SALARY NOVEMBER 1, 1917:

Salary November 1, 1917 . . . . .	\$1,476
Salary September 1, 1918 . . . . .	1,620
Salary November 1, 1918 . . . . .	1,764
Salary November 1, 1919 . . . . .	<u>1,908</u>
Proposed salary January 1, 1920 . . . . .	\$2,052
Salary November 1, 1917, brought down . . . . .	<u>1,476</u>
<i>Increase since November 1, 1917 . . . . .</i>	<i>\$576</i>
Increase per cent since November 1, 1917 . . . . .	39

## JUNIOR MASTERS ON FIFTH YEAR SALARY NOVEMBER 1, 1917:

Salary November 1, 1917 . . . . .	\$2,052
Salary September 1, 1918 . . . . .	2,196
Salary November 1, 1918 . . . . .	2,340
Salary November 1, 1919 . . . . .	<u>2,484</u>
Proposed salary January 1, 1920 . . . . .	\$2,628
Salary November 1, 1917, brought down . . . . .	<u>2,052</u>
<i>Increase since November 1, 1917 . . . . .</i>	<i>\$576</i>
Increase per cent since November 1, 1917 . . . . .	28.1

## JUNIOR MASTERS ON MAXIMUM SALARY NOVEMBER 1, 1917:

Salary November 1, 1917 . . . . .	\$2,628
Salary September 1, 1918 . . . . .	2,772
Salary November 1, 1918 . . . . .	2,772
Salary November 1, 1919 . . . . .	<u>2,772</u>
Proposed salary January 1, 1920 . . . . .	\$3,060
Salary November 1, 1917, brought down . . . . .	<u>2,628</u>
<i>Increase since November 1, 1917 . . . . .</i>	<i>\$432</i>
Increase per cent since November 1, 1917 . . . . .	16.4



# ASSISTANTS, LATIN AND DAY HIGH SCHOOLS.

## ASSISTANTS ON FIRST YEAR SALARY NOVEMBER 1, 1917:

Salary November 1, 1917 . . . . .	\$972
Salary September 1, 1918 . . . . .	1,068
Salary November 1, 1918 . . . . .	1,164
Salary November 1, 1919 . . . . .	<u>1,260</u>
Proposed salary January 1, 1920 . . . . .	\$1,644
Salary November 1, 1917, brought down . . . . .	972
<i>Increase since November 1, 1917 . . . . .</i>	<i>\$672</i>
Increase per cent since November 1, 1917 . . . . .	69.1

## ASSISTANTS ON SEVENTH YEAR SALARY NOVEMBER 1, 1917:

Salary November 1, 1917 . . . . .	\$1,404
Salary September 1, 1918 . . . . .	1,500
Salary November 1, 1918 . . . . .	1,596
Salary November 1, 1919 . . . . .	<u>1,692</u>
Proposed salary January 1, 1920 . . . . .	\$2,076
Salary November 1, 1917, brought down . . . . .	1,404
<i>Increase since November 1, 1917 . . . . .</i>	<i>\$672</i>
Increase per cent since November 1, 1917 . . . . .	47.9

## ASSISTANTS ON MAXIMUM SALARY NOVEMBER 1, 1917:

Salary November 1, 1917 . . . . .	\$1,764
Salary September 1, 1918 . . . . .	1,860
Salary November 1, 1918 . . . . .	1,932
Salary November 1, 1919 . . . . .	<u>1,932</u>
Proposed salary January 1, 1920 . . . . .	\$2,316
Salary November 1, 1917, brought down . . . . .	1,764
<i>Increase since November 1, 1917 . . . . .</i>	<i>\$552</i>
Increase per cent since November 1, 1917 . . . . .	31.3

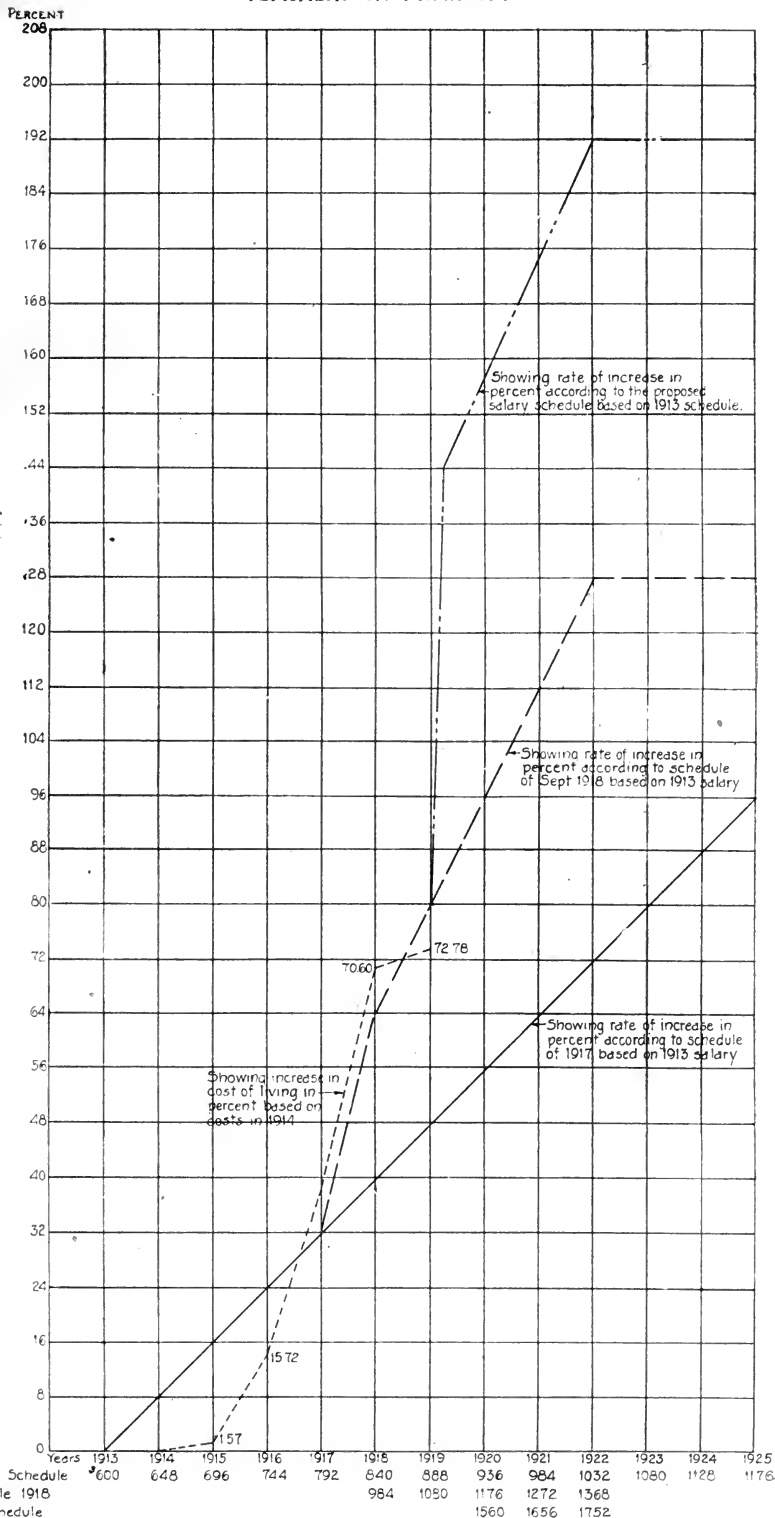
INCREASES IN COST OF LIVING IN EIGHTEEN SPECIFIED CITIES, FROM DECEMBER, 1914, TO JUNE, 1919, IN EIGHTEEN SHIPBUILDING CENTERS, COVERING FOOD, CLOTHING, HOUSING, FUEL AND LIGHT, FURNITURE AND FURNISHINGS, AND MISCELLANEOUS.

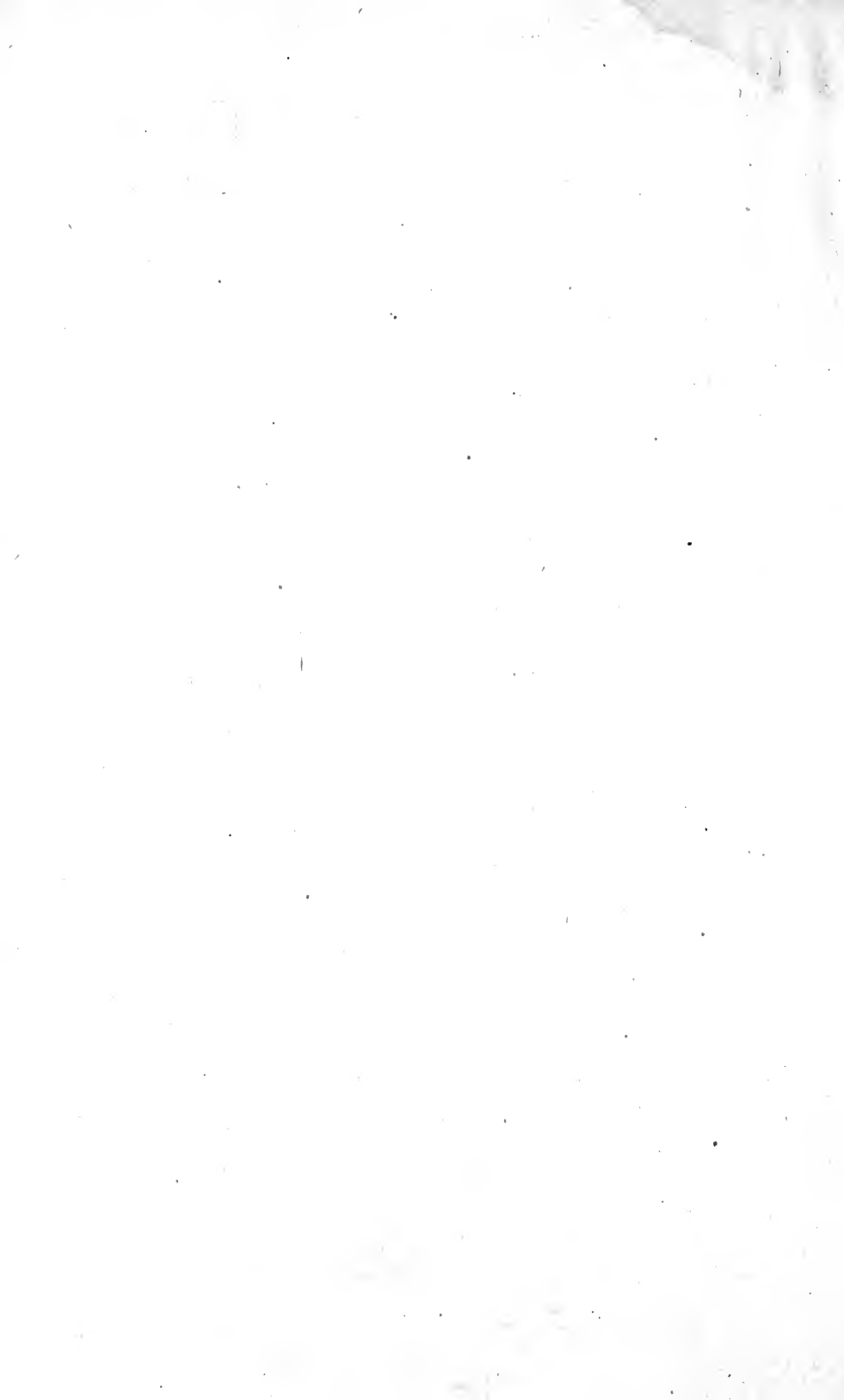
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	Per Cent of Increase.
Norfolk . . . . .	87.05
Detroit . . . . .	84.36
Buffalo . . . . .	84.23
Baltimore . . . . .	83.99
Houston . . . . .	80.22
Savannah . . . . .	79.76
New York . . . . .	79.22
Jacksonville . . . . .	77.48
Cleveland . . . . .	77.23
Mobile . . . . .	76.64
Philadelphia . . . . .	76.21
Chicago . . . . .	74.47
Portland, Me. . . . .	74.25
Seattle . . . . .	74.01
<b>Boston</b> . . . . .	<b>72.78</b>
Portland, Ore. . . . .	69.16
San Francisco . . . . .	65.58
Los Angeles . . . . .	65.07

Figures taken from "Monthly Labor Review" of Bureau of Labor Statistics, Washington, September, 1919, pp. 108-9-10.

# REPRESENTING INCREASE IN SALARY OF TEACHERS ON MINIMUM





## SCHEDULES. AT A GLANCE.

### Boston's Present and Proposed Salary Schedule.

RANK.	Present Minimum.	Proposed Minimum.	Present Maximum.	Proposed Maximum.
<b>Kindergartens:</b>				
Assistants.....	\$576	\$960	\$960	\$1,344
First assistants.....	1,032	1,416	1,224	1,608
<b>Elementary Schools:</b>				
Assistants.....	696	1,080	1,368	1,752
First assistants, grammar.....	1,404	1,788	1,596	1,980
First assistants in charge.....	1,404	1,788	1,596	1,980
Master's assistants.....	1,404	1,788	1,692	2,076
Submasters.....	1,500	1,740	2,580	2,820
Masters.....	2,820	2,820	3,540	3,660
<b>High Schools:</b>				
Assistants.....	1,068	1,452	1,932	2,316
Junior masters.....	1,476	1,620	2,772	3,060
First assistants, heads of department.....	1,428	1,812	2,100	2,484
Masters, heads of department..	2,340	2,484	3,348	3,492
Head masters.....	3,348	3,492	4,212	4,500

### Proposed Increases in Minimum Salaries in Relation to Salaries in Other Cities of the Country.

	Salary September, 1919.	Proposed Increase.	Per Cent Increase.	Boston's Rank September, 1919.	Boston's Rank on Proposed Increase.
<b>Kindergartens:</b>					
Assistants.....	\$576	\$384	66.67	17th (out of 18)	<sup>1</sup> 2d or <sup>3d</sup> (out of 18)
First assistants.....	1,032	384	37.21	2d (out of 18)	1st (out of 18)
<b>Elementary:</b>					
Assistants:					
Grades I-VI.....	696	384	55.17	20th (out of 24)	<sup>2</sup> 2d (out of 24)
1st assistant, grammar..	1,404	384	27.35		
Master's assistant.....	1,404	384	27.35	6th (out of 13)	<sup>3</sup> 2d (out of 13)
Submasters.....	1,500	240	16	3d or 4th (out of 11)	2d or 3d <sup>4</sup> (out of 11)
Masters (men).....	2,820	0	0	1st (out of 17)	1st (out of 17)
Masters (women).....	2,820	0	0	1st (out of 16) <sup>5</sup>	1st (out of 16)

<sup>1</sup> Denver.....	\$1,000	<sup>3</sup> New York.....	\$2,100
San Francisco.....	960	Boston.....	1,788
Boston.....	960		
<sup>2</sup> Los Angeles.....	1,100	<sup>4</sup> New York.....	2,100
Boston.....	960	San Francisco.....	1,740
		Boston.....	1,740

**Proposed Increases in Minimum Salaries in Relation to Salaries in  
Other Cities of the Country.**

**HIGH SCHOOLS.**

	Salary September, 1919.	Proposed Increase.	Per Cent Increase.	Boston's Rank September, 1919.	Boston's Rank in Proposed Increase.
Assistants.....	\$1,068	\$384	35.95	13th (out of 23)	1st (out of 22)
Junior masters.....	1,476	144	9.76	3d (out of 23)	1st (out of 22)
First assistants, heads of departments.	1,428	384	26.89	9th (out of 9)	6th <sup>1</sup> (out of 9)
Masters, heads of depart- ments.	2,340	144	6.15	5th (out of 11)	5th <sup>2</sup> (out of 11)
Head masters.....	3,348	144	4.30	5th (out of 11)	4th <sup>3</sup> (out of 11)

<sup>1</sup> Jersey City.....	\$3,100	<sup>2</sup> Philadelphia.....	\$3,300
St. Louis.....	2,650	Jersey City.....	3,100
Buffalo.....	2,200	St. Louis.....	2,650
Philadelphia.....	2,185	Providence.....	2,500
Los Angeles.....	2,100	Boston.....	2,484
Boston.....	1,812		

<sup>3</sup> New York.....	\$5,000
Philadelphia.....	3,960
St. Louis.....	3,600
Boston.....	3,492

**Proposed Increases in Maximum Salaries in Relation to Salaries in  
Other Cities of the Country.**

	Salary September, 1919.	Proposed Increase.	Per Cent of Increase.	Boston's Rank September, 1919.	Boston's Rank in Proposed Increase.
<b>Kindergarten:</b>					
Assistants.....	\$960	\$384	40	14th (out of 19)	7th <sup>1</sup> (out of 19)
First assistants.....	1,224	384	31.37	8th (out of 19)	1st (out of 19)
<b>Elementary:</b>					
Assistants.					
Grades I-VI.....	1,368	384	28.07	12th (out of 24)	1st (out of 24)
Grades VII-VIII....	1,368	384	28.07	16th (out of 24)	5th <sup>2</sup> (out of 24)
1st assistant grammar..	1,596	384	24.06		
Master's assistant.....	1,692	384	22.69	8th (out of 15)	2d <sup>3</sup> (out of 15)
Submasters'.....	2,580	240	9.30	1st (out of 12)	1st (out of 12)
Masters (men).....	3,540	120	3.39	5th (out of 23)	3d <sup>4</sup> (out of 23)
Masters (women).....	3,540	120	3.39	4th (out of 21)	2d <sup>5</sup> (out of 21)
<hr/>					
<sup>1</sup> New York.....	\$1,600			<sup>2</sup> New York.....	\$1,920
Rochester.....	1,600			Rochester.....	1,800
Denver.....	1,500			Newark.....	1,800
Jersey City.....	1,500			Cleveland.....	1,800
San Francisco.....	1,476			Boston.....	1,752
Newark.....	1,450			<sup>3</sup> New York.....	2,400
Boston.....	1,344			Boston.....	2,076
<sup>4</sup> Jersey City.....			3,700		
Chicago (upper group).....			3,750		
Boston.....			3,660		
<sup>5</sup> Chicago (upper group).....			3,750		
Boston.....			3,660		



# Proposed Increases in Maximum Salaries in Relation to Salaries in Other Cities of the Country.

## HIGH SCHOOL.

	Salary September, 1919.	Proposed Increase.	Per Cent of Increase.	Boston's Rank September, 1919.	Boston's Rank in Proposed Increase.
Assistants.....	\$1,932	\$384	19.88		
Highest possible maximum of lowest paid teacher.				11th (out of 23)	5th <sup>1</sup> (out of 23)
Highest possible maximum attainable.				16th (out of 23)	11th <sup>2</sup> (out of 23)
Junior masters.....	2,772	288	10.39	3d (out of 22)	1st (out of 22)
Highest possible maximum of lowest paid teacher.					
Highest possible maximum attainable.				7th (out of 23)	2d <sup>3</sup> (out of 22)
First assistants, heads of departments.	2,100	384	18.29	15th (out of 16)	11th <sup>4</sup> (out of 16)
Masters, heads of departments.	3,348	144	4.30	6th (out of 18)	5th <sup>5</sup> (out of 18)
Head masters.....	4,212	288	6.84	10th (out of 21)	7th or 8th <sup>6</sup> (out of 18)

<sup>1</sup> Jersey City.....	\$3,000	Chicago.....	\$3,300
New York.....	2,650	New York.....	3,150
Cleveland.....	2,400	Cincinnati.....	3,000
Denver.....	2,400	Indianapolis.....	3,000
<sup>2</sup> Jersey City.....	3,000	Cleveland.....	2,800
Chicago (upper group).....	3,000	Newark.....	2,800
Detroit (first assistant).....	2,800	Buffalo.....	2,700
New York.....	2,650	Boston.....	2,484
Pittsburgh (college graduate).....	2,640	<sup>5</sup> Philadelphia.....	3,730
Kansas City, Mo. (Group I).....	2,500	Jersey City.....	3,700
St. Louis (1st assistant).....	2,500	St. Louis.....	3,625
Cincinnati (teacher).....	2,500	Detroit.....	3,500
Cleveland.....	2,400	Boston.....	3,492
Denver.....	2,400	<sup>6</sup> Jersey City.....	6,000
Boston.....	2,316	Philadelphia (50 or more teachers),	5,000
<sup>3</sup> Philadelphia (Class D).....	3,080	New York.....	5,000
Boston.....	3,060	Detroit.....	5,000
<sup>4</sup> Jersey City.....	3,700	Newark.....	4,800
St. Louis.....	3,625	Chicago.....	4,620
Detroit.....	3,500	Denver.....	4,500
		Boston.....	4,500

## STATEMENTS ISSUED BY BOSTON SCHOOL COMMITTEE.

Statement Number.	TITLE.	Date Issued.
1.....	Why \$384 Instead of \$600 Flat.....	November 19, 1919.
2.....	Some Aspects of the Salary Schedule Not Generally Understood. New York and Boston Compared.....	November 20, 1919.
3.....	New Salaries in Boston Compared with Salaries in other Massachu- setts Cities.....	November 21, 1919.
4.....	New Salary Schedule Affords Greatest Relief to Lowest Paid Teachers....	November 22, 1919.
5.....	Teachers Given All or More Than They Originally Asked For.....	November 23, 1919.
6.....	A Graduated <i>vs.</i> A Flat Increase.....	November 24, 1919.
7.....	How the Proposed Schedule Affects the Elementary School Teacher....	November 25, 1919.
8.....	Actual and Comparative Increases in Teachers' Salaries — Boston and Other Cities.....	November 26, 1919.
9.....	Principles Underlying Proposed Salary Increases.....	November 27, 1919.
10.....	School Janitors entitled to a Sub- stantial Increase.....	December 3, 1919,

[Statement No. 1. Issued November 19, 1919.]

### WHY \$384 INSTEAD OF \$600 FLAT.

The School Committee has varied the amount of the proposed increases in salaries for different ranks because several teachers' organizations, including the Teachers' Advisory Council, petitioned the committee to readjust some of the "gross inequalities in the present schedule"; because the comparison of salaries in other cities with those in Boston showed that certain ranks of teachers in Boston were paid comparatively low salaries; and also because it is the opinion of the School Committee and its officers that a flat increase is wholly impracticable, that great injustice would follow its adoption, and that it would accentuate, rather than eliminate, the present inequalities.

Under date of October 20, 1919, Miss Anna G. Scollard, president of the Boston Teachers' Club, addressed a communication to the School Committee, in which among other statements she said:

In the salary schedule now operative are some gross inequalities, to which in the opinion of the officers of the Boston Teachers' Club special attention should be given in the preparation of any proposed schedule with a view to securing more equitable readjustments.

At the public hearing on October 15 Miss Julia M. Fitzpatrick stated that she represented 2,200 class room teachers in elementary schools and called attention to the fact that these teachers have serious grievances, one of which is the present large difference between the salaries of elementary assistants and of high school assistants.

In connection with its discussion of proposed increases, the Teachers' Advisory Council also took formal action

requesting the School Committee, in the new schedule, to readjust salaries in order to eliminate some obvious inequalities existing in the present schedule.

Because the study of salaries in other cities shows that the salaries of women teachers in the high schools of Boston are comparatively low, they were given the same increase as the elementary assistants, even though the elementary assistants consider that the present difference between the salary of elementary assistants and high school women teachers is too great.

The annual automatic increase in salary varies for the different ranks of teachers. For high school principal the annual increase in salary is \$144, and for assistants in high schools \$96. For elementary principals the annual increase is \$120; for submasters \$120; for assistants \$96. To advance all teachers \$600 or any flat amount would so change the relationship between the salary schedules for different ranks that it would be unworkable.

The first information that there was any change in the amount asked for by the teachers reached the School Committee at the conference on October 15, when the representatives of three groups of teachers asked for \$600 for their groups. Even then no request was made for a flat increase of \$600 for all teachers. The first request for a flat increase of \$600 for all teachers reached the Committee at its informal conference with the members of the Advisory Council on November 14, several days after the School Committee had published its proposed schedule.

[Statement No. 2. Issued November 20, 1919.]

## SOME ASPECTS OF THE SALARY SCHEDULE NOT GENERALLY UNDERSTOOD.

### NEW YORK AND BOSTON COMPARED.

Certain aspects of the salary schedule are, perhaps, not generally understood by the public. In fact, some of the teachers themselves, it has been discovered, do not clearly understand the effect of the proposed increases in salaries, which the School Committee plans to put into effect January 1, 1920. Teachers of the various ranks are appointed on what is called a graduated salary scale, which begins at a fixed minimum salary and progresses by annual increments of different amounts for different ranks until the fixed maximum salary is reached. To illustrate: Consider the assistants in the day elementary schools.

Under the present salary schedule, a new, inexperienced teacher begins at a minimum salary of \$696 and progresses by annual increases of \$96 until she reaches, in seven years, the fixed maximum of \$1,368. The new rates proposed by the Committee increase both the minimum and the maximum salary by \$384 a year. This means that when and if the proposed salary schedule takes effect a teacher receiving the minimum of \$696 will receive \$384, or an increase of \$32 per month in her salary during that year. Each teacher, regardless of her position on the graduated salary scale, will also receive the same amount on the same date. Those on the maximum salary of \$1,368 will immediately be placed upon the maximum salary of \$1,752, or \$384 more than they are now paid.

Contrast this with the new schedule which has already been legally approved in New York City, to take effect January 1, 1920. The new schedule for New

York City proposes an increase in the minimum of elementary assistants of \$105 per year; that is, from \$900 to \$1,005. By law, however, this total increase of \$105 will not be available at once. On the other hand, teachers will receive on January 1, 1920, one third of the increase, or \$35; on January 1, 1921, they will receive \$35 more of the proposed increase, and not until January 1, 1922, will they receive the full benefit of the proposed increase in salary which the new schedule contemplates. It is apparent, therefore, that the proposed schedule for Boston is far more liberal than the new schedule for New York City, since it provides the teachers in Boston with an increase nearly four times as large and makes the whole amount available for the teachers of Boston on January 1, 1920, instead of two years later as in New York.

[Statement No. 3. Issued November 21, 1919.]

## NEW SALARIES IN BOSTON COMPARED WITH SALARIES IN OTHER MASSACHU- SETTS CITIES.

### BOSTON LEADS THE STATE.

With a present minimum salary of \$696 for elementary assistants, Boston ranks tenth among eighteen of the largest cities and towns in Massachusetts. The cities now paying a higher minimum salary than Boston are:

Somerville . . . .	\$700	Salem . . . .	\$850
Haverhill . . . .	700	New Bedford . . . .	863
Chelsea . . . .	700	Fall River . . . .	900
Brockton . . . .	750	Springfield . . . .	1,180
Lawrence . . . .	750		

The cities paying a lower minimum salary than Boston are:

Cambridge, Grades I to VII . . . .	\$588	Lynn . . . .	\$650
Worcester . . . .	675	Lowell . . . .	600
Everett . . . .	650	Pittsfield . . . .	560
Fitchburg . . . .	650	Medford . . . .	550

The proposed minimum salary of \$1,080 for elementary assistants in Boston technically gives Boston a rank of second among the cities and towns in Massachusetts, because Springfield pays a minimum salary of \$1,180. However, in Springfield, no inexperienced teachers are appointed. All teachers appointed to the minimum salary must be Normal School graduates with at least two years' experience following their graduation. Actually, therefore, the proposed mini-

imum salary of \$1,080 for Boston will be the highest salary in the state for a teacher without teaching experience.

The following is a list of cities and towns in Massachusetts paying elementary assistants \$1,000 or more as a maximum salary. The reader should compare these salaries with Boston's present maximum salary of \$1,368 and with the School Committee's proposed maximum salary of \$1,752.

Brookline, Grade VIII, \$1,518	Cambridge, Grade VIII, \$1,140
Springfield . . . . . 1,450	Fall River . . . . . 1,100
Worcester, Grade VIII, 1,300	Lynn, Grades VII and
Newton . . . . . 1,300	VIII . . . . . 1,100
Fitchburg . . . . . 1,250	Lowell . . . . . 1,080
New Bedford:	Cambridge, Grades I-
Grades I-VII . . . . . 1,150	VII . . . . . 1,080
Grade VIII . . . . . 1,236	Somerville . . . . . 1,050
Lawrence . . . . . 1,200	

The following is a list of cities and towns in Massachusetts paying elementary assistants \$1,080 or less as a maximum salary:

Pittsfield . . . . . \$880	Chelsea . . . . . \$1,000
Brockton . . . . . 900	Lynn, Grades I-VI . . 1,000
Everett . . . . . 950	Somerville . . . . . 1,050
Salem . . . . . 1,000	Cambridge, Grades I-
Medford . . . . . 1,000	VII (same as Boston's
Haverhill . . . . . 1,000	minimum) . . . . . 1,080

The fairness of the \$384 increase proposed by the Boston School Committee, which will result in a minimum salary of \$1,080 for the inexperienced teacher, is strikingly shown by a comparison of the minimum salary of \$1,080 in Boston, not with the corresponding minimum salary but with the present maximum salaries in the above cities and towns of the state.

The rank of Boston among cities and towns in Massachusetts in regard to the present salaries in Boston cannot be defended. The capital city of the state should



be second to no city in the Commonwealth in the amount of teachers' salaries. Furthermore, in view of the high standard of scholarship and training required of candidates for initial appointment to the Boston service, Boston should not be satisfied to trail. Many cities and towns appoint inexperienced teachers directly after graduation from a two-year Normal School course. Boston appoints inexperienced teachers on a minimum salary of \$696 only after a three-year Normal School course, supplemented by one full year of training in class room teaching under the supervision of the Department of Practice and Training. While the minimum salary, therefore, is for inexperienced teachers, it, nevertheless, presupposes four years of professional preparation beyond the high school.

In the proposed salary schedule of \$1,080 as a minimum, and \$1,752 as a maximum for elementary assistants, Boston will lead every city and town in the state in the amount of salary that it pays inexperienced elementary school teachers.

[Statement No. 4. Issued November 22, 1919.]

## NEW SALARY SCHEDULE AFFORDS GREATEST RELIEF TO LOWEST PAID TEACHERS.

If the School Committee chose to follow the written petitions of teachers for some readjustments in salaries of various groups of teachers, obviously a flat increase for all could not be followed because the two propositions are mutually exclusive. Furthermore, after an unusually careful consideration of the salaries now paid in Boston, the School Committee agreed to follow the general principle of providing the largest increase for the lowest paid teachers.

### BOSTON'S PRESENT AND PROPOSED MINIMUM SALARIES.

The following tabulation shows the present minimum salary, the increase proposed by the School Committee, the proposed minimum salary, and the per cent of increase.

RANK.	Present Minimum.	Proposed Increase.	Proposed Minimum.	Per Cent of Increase.
Kindergarten:				
Assistants.....	\$576	\$384	\$960	66.67
First Assistants.....	1,032	384	1,416	37.21
Elementary Schools:				
Assistants.....	696	384	1,080	55.17
First assistants, grammar.....	1,404	384	1,788	27.35
First assistants in charge.....	1,404	384	1,788	27.35
Master's assistants.....	1,404	384	1,788	27.35
Submasters.....	1,500	240	1,740	16.00
Masters.....	2,820	0	2,820	0.00
High Schools.				
Assistants.....	1,068	384	1,452	35.95
Junior masters.....	1,476	144	1,620	9.76
First assistants, heads of departments.....	1,428	384	1,812	26.89
Masters, heads of departments..	2,340	144	2,484	6.15
Head masters.....	3,348	144	3,492	4.30

# BOSTON'S PRESENT AND PROPOSED MAXIMUM SALARIES.

The following tabulation gives corresponding information on the maximum salaries for Boston:

RANK.	Present Maximum.	Proposed Increase.	Proposed Maximum.	Per Cent of Increase.
<b>Kindergartens:</b>				
Assistants . . . . .	\$960	\$384	\$1,344	40.00
First assistants . . . . .	1,224	384	1,608	31.37
<b>Elementary Schools:</b>				
Assistants . . . . .	1,368	384	1,752	28.07
First assistants, grammar . . . . .	1,596	384	1,980	24.06
First assistants in charge . . . . .	1,692	384	2,076	22.69
Master's assistants . . . . .	1,692	384	2,076	22.69
Submasters . . . . .	2,580	240	2,820	9.30
Masters . . . . .	3,540	120	3,660	3.39
<b>High Schools:</b>				
Assistants . . . . .	1,932	384	2,316	19.88
Junior masters . . . . .	2,772	288	3,060	10.39
First assistants, heads of departments . . . . .	2,100	384	2,484	18.29
Masters, heads of departments . . . . .	3,348	144	3,492	4.30
Head masters . . . . .	4,212	288	4,500	6.84

[Statement No. 5. Issued November 23, 1919.]

## TEACHERS GIVEN ALL OR MORE THAN THEY ORIGINALLY ASKED FOR.

That the School Committee has met the teachers' requests fully, except their latest request for \$600, recently presented, will be clear from the following facts from the official records of the Committee. The proposed \$384 is \$96, or one annual increase, more than the elementary assistants petitioned for on June 23. In the new schedule the junior masters have been given \$3,060 as a maximum, as they requested. The proposed maximum salary for submasters is \$2,820, or \$220 more than they petitioned for.

On June 23, 1919, the following petition was presented to the School Committee:

*To the Boston School Committee:*

The Boston Teachers' Club respectfully petitions for an increase of three increments of \$96 each, for all Boston teachers now receiving such single increment (\$96), thus raising salaries of said teachers three steps on their respective schedules, and adding \$288 to their respective maximums and minimums.

We also petition for proper adjustments necessary to keep the present relationship in salaries of women directors and supervisors.

We appreciate the financial situation of the School Department, but feel sure that for the best interests of Boston schools we can all work for this increase of salary.

CORA BIGELOW, *President.*

Communications were also presented to the School Committee on the same date from the Boston Women Teachers' Union, Local 88, indorsing the above petition. On the same date the Executive Board of the Boston Elementary Teachers' Club, representing assistants in elementary schools, teachers of cookery, sewing and

assistant instructors in manual training and continuation schools, also petitioned for an increase of \$288 for the teachers of these ranks.

On June 16, 1919, the Boston Schoolmen's Economic Association sent to the Chairman of the School Committee the following resolutions, which had been unanimously passed by the above Association:

(1) *Resolved*, That it is the sense of the Boston Schoolmen's Economic Association that, in view of the present high cost of living, all Boston teachers should receive a substantial increase in salary at once, and a further increase as soon as the necessary legislation can be passed.

(2) *Resolved*, That the Boston Schoolmen's Economic Association request the School Committee that the maximum salary of Junior Masters be restored to that attained prior to 1906, and that the maximum salary of submasters be restored to that attained prior to 1877.

From 1896 to 1906 the maximum salary of junior masters was \$3,060.

From 1873 to 1877 the maximum salary of the submasters was \$2,600.

STACY B. SOUTHWORTH, *President*.

The first information that the teachers had changed the amount asked for came to the School Committee at the public conference on October 15, when the representatives of three groups of teachers asked for \$600, not for everybody, but for their groups. In reaching a decision to grant an increase of \$384, the School Committee was pleased that it had found it possible to grant a larger increase than had been previously asked for by the teachers. The Committee has also been gratified that its efforts to get the matter of increase in teachers' salaries before the special session of the Legislature have been successful, and that, if the special session of the Legislature takes appropriate action, the increases in salaries will take effect on January 1, 1920, instead of a year later in case the matter were to wait for the regular session of the Legislature.

[Statement No. 6. Issued November 24, 1919.]

### A GRADUATED vs. A FLAT INCREASE.

In the new salary schedules proposed by the School Committee, in response to the suggestions of the teachers themselves, minor readjustments have been made in order to bring into more harmonious relationship the compensation of teachers of various allied groups. Undoubtedly, some inequalities exist in the present schedule; some inequalities will probably exist in the proposed schedule; and other inequalities not now apparent may develop in the future. These will have to be adjusted in the light of future developments.

It is undoubtedly true that if a series of new salary schedules could be adopted as an entirely new proposition, disregarding the past, a better and more scientific relationship could be established among the teachers of different ranks. The present schedules, however, are the result of years of practice and have grown up as a result of the necessity of meeting varying conditions from time to time, such as paying sufficient salaries to attract candidates possessing the prescribed qualifications for appointment, the necessity of attracting into school service persons engaged in other vocations, industrial and commercial, where the outside market value of such service must be considered, and other considerations of expediency, policy, and educational and professional standards of qualifications that have from time to time arisen.

Some of the reasons why a \$600 flat increase would not be for the best interests of the service are as follows:

1. Because it does not permit of the correction of injustice or inequalities in the existing schedule which have been complained of by some groups of teachers and have been recognized by the School Committee.

2. Because the salaries of certain of the industrial groups have already been fixed at rates sufficiently high to secure and hold these people in competition with the industries paying wages at war time rates.

3. Because such a comparatively large increase to the maximum of the salaries of certain of the highest paid groups would put the salaries of such persons at a point never requested by those groups, at a point wholly out of harmony with the remainder of the schedule, and far higher than the salaries paid similar ranks in any other city would justify.

4. Because it does not give the relief from economic pressure in as satisfactory a manner as a graduated increase, which gives the larger amount to the lower paid teacher and a smaller amount to the higher paid teacher.

[Statement No. 7. Issued November 25, 1919.]

## HOW THE PROPOSED SCHEDULE AFFECTS THE ELEMENTARY SCHOOL TEACHER.

Under the present schedule an elementary teacher appointed January 1, 1920, would receive \$696 for the first year of her service. On January 1, 1921, her salary would be increased \$96, so that during 1921 she would receive \$792. Each succeeding year, on January 1, she would be advanced at the rate of \$96 per year until 1927, during which year she would receive \$1,368, which is the maximum salary of the present schedule.

Under the proposed schedule a teacher appointed January 1, 1920, would be at once placed upon the new minimum salary, namely, \$1,080 per year, and for the year 1920 she would therefore receive \$384 more than she would have received for that year under the present schedule. On January 1, 1921, she would go on to the second year of the new schedule and for that year would receive \$1,176. On January 1 of each year thereafter she would be advanced at the rate of \$96 until January 1, 1927, when she would reach the maximum salary of the new schedule, namely, \$1,752.

Therefore, under the new schedule, each teacher will receive \$384 more per year than she would receive under the present schedule.

As another example: Take a teacher appointed November 1, 1917. Under the schedule then existing, she was paid at the rate of \$600 for her first year of service. On September 1, 1918, under a new schedule adopted, while still on her first year of service, she was advanced to \$696 and paid at that rate until her anniversary on November 1, 1918, when she was advanced to the second year of the existing schedule, or \$792 per year. November 1, 1919, she was advanced to the third



year of the existing scale, or \$888 per year, and she is now on that year of the present schedule and is being paid at the rate of \$74 per month. Such a teacher, on January 1, 1920, under the proposed schedule will be advanced to a salary \$384 higher than she is now paid, or \$1,272 per year, paid in the usual monthly installments of \$106 per month. In other words, a teacher who entered the service November 1, 1917, if the new schedule goes into effect, will have advanced in two years and two months from \$600 per year to \$1,272 per year, an increase of \$672, or 112 per cent.

A teacher who, on November 1, 1917, was on the fifth year of the existing schedule, namely, \$792 per year, would, on November 1, 1919, have reached a salary of \$1,080 per year. Under the new schedule she would, on January 1, 1920, be placed on that year of the new schedule, which is \$384 higher than she is now paid, or \$1,464, an increase of \$676, or 84.8 per cent, in two years and two months.

A teacher on the maximum salary of her rank November 1, 1917, or \$1,176 per year, on November 1, 1919, would have reached \$1,368 per year. Under the new schedule she would be advanced January 1, 1920, to \$1,752 per year, an increase of \$576, or 48.9 per cent, in two years and two months.

Therefore, under the new schedule, the smallest increase that any elementary assistant will receive, who was in the service on November 1, 1917, will be 48.9 per cent, and the greatest 112 per cent. All elementary assistants will receive increases within these limits.

[Statement No. 8. Issued November 26, 1919.]

## ACTUAL AND COMPARATIVE INCREASES IN TEACHERS' SALARIES, BOSTON AND OTHER CITIES.

The amount of actual increase as compared with increases in salaries of teachers of corresponding rank in other cities, and the comparatively high minimum and maximum salary which the proposed increase establishes, are considerations, in addition to those already published, which have determined the action of the School Committee in fixing \$384 as the increase for elementary assistants, according to a statement issued from School Committee headquarters. In proposing an increase of \$384 for elementary assistants the School Committee believes that it is dealing fairly with the teachers and as generously as the present emergency circumstances make possible.

The School Committee's proposed increase of \$384 for all elementary assistants is a larger increase than has been given in most of the largest cities of the country during the past two years. The average increase in the minimum salary of elementary school teachers in twenty-four of the largest cities, from September, 1917, to September, 1919, was \$234. Furthermore, the proposed increase of \$384 is the largest increase that has ever been granted to the Boston teachers. In the actual amount of increase, therefore, the School Committee feels that it is doing the fair thing for the teachers.

The proposed increase of \$384 will raise the minimum salary in Boston from \$696 to \$1,080. This new minimum salary is only \$20 less than the highest minimum salary in the twenty-four largest cities of the country. Los Angeles pays \$1,100. New York City has raised its minimum salary from \$900 to \$1,005, but the full amount

of the increase of \$105 will not be available for teachers until January 1, 1922. The largest increase in minimum salary in any of the twenty-four largest cities during the past two years was \$350, in Cleveland, from \$550 to \$900. Boston's present minimum salary of \$696 is now \$146 higher than Cleveland's former minimum salary. Boston's proposed minimum salary of \$1,080 will also be higher than Cleveland's by \$180.

The proposed increase of \$384 will increase the present maximum salary in Boston from \$1,368 to \$1,752. The largest increase in the maximum salary for elementary assistants among twenty-four of the largest cities of the country, from September, 1917, to September, 1919, was \$600, in Rochester, from \$1,000 to \$1,600. Here, again, Boston's present maximum salary of \$1,368 is now \$368 higher than Rochester's was, and Boston's proposed maximum salary will still be higher than Rochester's by \$152. With the proposed maximum salary of \$1,752 for teachers in grades I to VI, inclusive, Boston ranks first among twenty-four of the largest cities of the country.

A comparison of the salaries for other ranks of teachers in the same twenty-four cities shows that there have been few cases of increases in the country larger than the School Committee proposes; that the minimum and maximum salaries on which the cities of the country have based an increase were in every case lower than the minimum and maximum salaries of corresponding ranks in Boston; and that the result of the largest increases in representative cities of the country does not give any of these cities a higher salary in any rank than is proposed for Boston, except in the case of the elementary school principals in Jersey City, who receive \$3,700. Boston's proposed salary for elementary school principals is \$3,660 — \$40 less than is paid in Jersey City.

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[Statement No. 9. Issued November 27, 1919.]

## PRINCIPLES UNDERLYING PROPOSED SALARY INCREASES.

The proposed new salary schedule has been prepared by the School Committee on the basis of three underlying principles which are fundamental:

1. Largest proposed increase in salary goes to the lowest paid teachers in the service.
2. Some increase in salary is proposed for everyone in the employ of the School Committee.
3. The amount of proposed increases and the readjustments conform as closely as possible to the supply of teachers.

The lowest paid teachers in the Boston service are the kindergartners and the elementary assistants. Accordingly, they have been given the largest increase, both in actual amount and in per cent of increase. No other rank of teacher is given more.

Some increase in salary has been provided for everyone. The nurses, school physicians, the attendance officers, and the directors and supervisors have all been allowed increases in salaries in the new schedule. In addition, the evening school teachers and the teachers in summer review schools will hereafter receive more money for their services. Substitutes, emergency assistants, employees in the school centers and clerks in the executive offices have not been left out of consideration. A substantial increase is also proposed for school janitors. In short, the School Committee has consistently followed the principle of something for everybody in the new schedule.

In the varying amounts of proposed increases for different ranks of teachers, the School Committee has recognized that there are inequalities in the present

schedule, as pointed out by teachers, and has tried to readjust some of them. In addition, the School Committee has also taken into account the salary schedules, both present and proposed, in other cities. Assuming for the moment that living conditions in several cities may be identical, teachers are not likely to leave Boston to teach in other cities if Boston salaries are equal, or about equal, to salaries in those cities. Since comparatively few teachers who resign from teaching go into other occupations, the probability of losing teachers to other cities depends on the salary there. In establishing the proposed new salaries the School Committee has fixed them high enough so that the salaries of teachers elsewhere will not be attractive to Boston teachers. Whether the proposed salaries are high enough to attract into the profession those qualified by nature and training to teach is a question which the Committee has not undertaken at this time to determine fully and conclusively. It is, perhaps, significant that colleges and universities generally, which for the last few years have suffered from a falling off in attendance, are now, in some cases, almost overwhelmed by the number of students, some of whom will eventually take up the teaching profession, and will, undoubtedly, be attracted thereto by the present general movement to increase teachers' salaries.

Certain outstanding facts in the situation should not be overlooked. The School Committee is the legally constituted authority for determining salaries of teachers. The usual time to consider such salary questions is in March or April, annually. Its present action, therefore, is taken at an unusual time and avowedly to meet an emergency. The School Committee has discharged its responsibility according to reasonable principles of procedure and on the basis of a large amount of competent evidence. If the School Committee had not had the foresight and had not acted promptly, no general salary increases could have taken place before September 1, 1920, and perhaps not until January 1,

1921. As a result of the Committee's action, if supplemented by the necessary legislative authority, the teachers will benefit to the extent of approximately one million dollars between January 1 and August 31, 1920. Neither should it be forgotten that this very substantial increase in the amount of money available for teachers' salaries of about 30 per cent will continue indefinitely thereafter and will not be confined to the single year 1920.

[Statement No. 10. Issued December 3, 1919.]

## SCHOOL JANITORS ENTITLED TO A SUBSTANTIAL INCREASE.

The status of school janitors, the duties they are called upon to perform, the manner in which their compensation is determined, and the responsibilities imposed upon them, are not generally and clearly understood.

In the first place, the janitor is a very important figure in the operation of the school system. A principal or a teacher or several teachers may be absent from duty, and the school in which they are employed will continue in operation. The absence of a janitor, however, especially during the season when the heating apparatus must be operated, means the closing of the school unless a substitute for him can be obtained.

The school janitor must have successfully passed a civil service examination, and, except in the smaller and less important school buildings, must also have passed successfully an examination given by the State Police Department for a license to operate various types of heating and ventilating apparatus. There are in the service many men who hold second and third class engineers' licenses, and a few holding first-class engineers' licenses. Every janitor in charge of a steam heating apparatus is required to hold, and does hold, a license obtained by examination, qualifying him to operate the heating apparatus under his charge. A man holding a second or first class engineers' license is necessarily one possessing a high degree of skill and intelligence, and whose market value, under present conditions, gives him an earning capacity of from \$40 to \$50 per week, which is far more than he receives in the school service. On the other hand, the wages of a day laborer in the

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